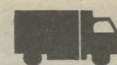


NORTHERN



CALIFORNIA



## TEAMSTER



Serving more than 70,000 Teamsters and their families.

Volume 40, Number 6

December 1995

## Detroit newspaper plight reaches S.F. Bay Area

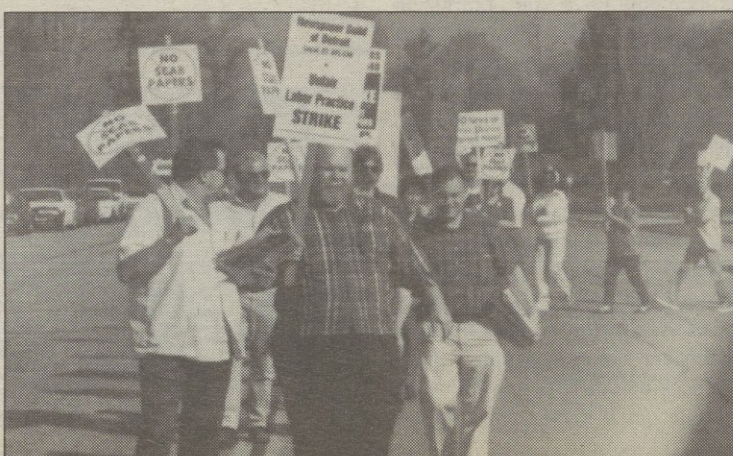
## Local demonstrations, pleas for assistance

Striking Detroit newspaper workers were in the Bay area in mid-November to spread the word about their contentious five-month battle against that city's two largest newspapers and their newspaper agency.

The strike involves the Detroit *Free Press*, owned by newspaper conglomerate Knight-Ridder, the Detroit *News*, owned by Gannett Co., and the Detroit Newspaper Agency. Gannett Co. and Knight-Ridder are hugely profitable newspaper chains.

This latest act of corporate piracy mirrors San Francisco's own fight against greedy newspaper interests just over a year ago. The roots of the Detroit strike have, sadly, become all too common in the American work place. They go like this:

Loyal union workers make significant contract concessions to keep their financially ailing employer afloat. The workers' sacrifice allows the employer to rebound. Employer begins making money hand-over-fist, (the two newspapers now earn more than \$1 million per week; profits were projected to be \$100 million in 1995). Instead of rewarding workers' sacrifice during next round of contract talks, employer's demand for further contract conces-



Dennis Davis, president of Teamsters Local 296 in San Jose, leads a Nov. 14 march in San Jose to demonstrate support for striking Detroit newspaper workers. The march took place in front of the San Jose Mercury-News headquarters. The Mercury-News is owned by Knight-Ridder, owner of the Detroit Free Press.

sions is, in reality, a thinly veiled attempt to break the union.

Some 2,500 Detroit newspaper workers had no choice but to go on strike July 13 after their employers announced they were unilaterally imposing new conditions.

The strike involves six unions — Teamsters Local 2040 (300 full-time and 300 part-time mail room employees), Teamsters Local 372 (about 1,100 delivery drivers, district managers and customer service workers), two Graphic Communications local unions, one Typographical workers union and the Newspaper Guild.

Just as in San Francisco, jack-booted security guards from Huffmaster — the storm-trooping lackeys of choice for corporate union-busters — were imported to Detroit to ram the atrocious "final offer" down the workers' throats.

The strike is marked by violence. Strikers have been beaten and gassed by police. Detroit newspapers have paid more than \$400,000 to the police department in nearby Sterling Heights, site of a major publishing facility, to provide around-the-clock protection for scabs.

DETROIT, Page 3

## Don't blame union for Willig demise, Mack says

Willig Freight Lines went down the tubes in mid-October, taking the jobs of about 500 California Teamsters with it.

Approximately 150 Teamster jobs were lost in the Bay area. Joint Council 7-affiliated Teamster locals affected by Willig's closure include Locals 70, 85, 287, 315, 624, 665 and 856.

## Wrong scapegoat

Industry experts who attributed Willig's demise to intense competition in the trucking industry blamed

high union wages for the company's downfall.

Joint Council 7 President Chuck Mack refuted those claims. Mack said Willig's experienced, knowledgeable and productive work force helped the company carve a profitable niche in the truck industry.

## Outright blunders

According to Mack, Willig was undone by poor investments and outright management blunders, including purchase of a costly and unnecessary computer system and a

transfer of some operations to Los Angeles. Mack said Willig's workers had taken a 15-percent pay cut to help their employer to no avail.

## Pension arrears

A Western Conference of Teamsters Pension Trust Fund spokesman told the San Francisco *Chronicle* that Willig was about \$1.4 million in arrears in payments to the pension fund.

WILLIG, Page 7

## First in, last out everyday

## 890 member Wilson still going strong after half-century on job

Teamsters Local 890 member Willie Wilson's goal is to drive the first load of concrete out of Graniterock in Salinas each morning and to take the last load out every night.

Wilson's dedication is remarkable, but not nearly as remarkable as the fact that, on Nov. 24, he celebrated his 50th year on the job.

The 72-year-old Wilson began working at Graniterock in 1945, just months after returning from World War II, where he served as a tail gunner on B17s making bombing runs over Germany.

The Arkansas native settled in the Salinas area after the war. Work was scarce at home (where, as a child he picked cotton for 50 cents a day), so he headed out west to visit relatives and stayed put.

A year or two after signing on at Graniterock, Wilson joined the Teamsters Union. He paid his \$5 initiation fee and earned \$1 an hour with no benefits, no vacation and no sick pay.

Back then, a typical work day began when Wilson dropped rock, sand and cement into a one-yard mixer, backed his truck underneath and loaded up his dump truck.

This process was repeated three or four times until Wilson had a full load. Today, mixers blend three or four yards of concrete at a time and trucks can carry up to nine yards legally.

Wilson has helped lay the foundation for some of the central coast's most recognizable landmarks, including sections of Highway 1, the Monterey County Courthouse, Soledad Prison and the energy plant stacks that sit alongside Highway 1 in Moss Landing. His career has been virtually injury free except for a mashed finger here and there.

Wilson's work day begins when he reports at 6 a.m. When the day is done, Wilson heads home to Nita, his wife of 52 years, and a house

they purchased in Alisal for \$4,000 almost a half-century ago. In the evening, Wilson does a few push-ups and sit-ups to keep strong. He reports "no aches, no pains."

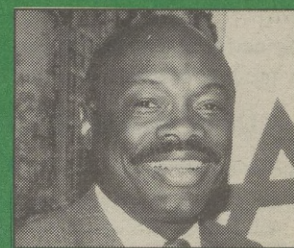
"I don't feel like an old man," he said.

With an \$18-per-hour-plus-overtime salary, a full Teamster pension and social security coming in, some might wonder what keeps Wilson behind the wheel of his 30-ton Peterbilt. His five sons and a daughter are grown and on their own.

Part of Wilson's motivation is the memory of the hard times in Arkansas when work was difficult to find. But more importantly, he just likes to work. Whatever Wilson's reasons, they contribute to a very content individual.

Says Wilson, "Life is so good I can hardly stand it." (A photo of Willie Wilson appears on Page 2.)

## TEAMSTERS ENDORSE



WILLIE BROWN JR.

for  
MAYORof  
SAN FRANCISCO.....  
Terence Hallinan  
for  
S.F. District Attorney.....  
Don't forget to vote in the  
San Francisco run-off  
election Dec. 12



# TEAMSTER update

## Local 78 win for Select Foods tops \$100 grand

Local 78's John Kikes reports his local won more than \$120,000 for workers at Select Food in Hayward who were impacted by the company's attempt to open a non-union outlet in Livermore.

Local 78's protest of the move went all the way to an arbitrator, who ruled that the company's attempt to subcontract out work to members of the owner's family was a thinly veiled attempt to break the union.

The Livermore outlet is closed. Select Food workers in Hayward were awarded financial compensation for lay-offs, lost overtime, potential lost overtime and other penalties.

Kikes said Teamsters who work at Select Foods are receiving checks of \$500 to \$3,000 each. About 100 Local 78 members were affected.

## George Miller continues NAFTA fight

Democratic Congressman George Miller of Contra Costa County continues to battle the North American Free Trade Agreement.

On the second anniversary of the historic NAFTA Congressional vote in November, Miller announced that he is co-sponsoring legislation that would force the United States to quit the trade agreement unless key elements are renegotiated.

"Today, we take the first step toward liberating Americans from the economic and environmental disasters resulting from NAFTA," said Miller. "If the promises of NAFTA cannot be fulfilled, we have only two options: renegotiate the agreement so that those promises can be kept, or get out of the agreement altogether."

Among other things, the NAFTA Accountability Act requires:

The president to renegotiate NAFTA if U.S. trade deficits with Mexico or Canada exceed 10 percent of U.S. imports to those countries.

The certification of gains in U.S. jobs and living standards that can be attributed to NAFTA.

Certification that public health has improved along the U.S.-Mexico border.

Certification that human and political rights are protected and that democratic conditions exist in NAFTA countries.

No expansion of NAFTA until these conditions are met.

## New officials for North Coast Club

The North Coast Teamster Retiree Club selected club officials during its Pot Luck Luncheon on Oct. 19.

Don Blair was elected president for a fourth term. Also re-elected was Secretary-Treasurer Joe Powers, who will serve his third term.

Newly elected, and proud to say, a lovely lady she is, Vice President Lee McFarland. The newly elected Recording Secretary is Bob Paterson.

Other elected officials include Trustee Warren Sallady (second term), Trustee Gordon Griemsmann (second term) and first-time Trustee Sam Russo.

The newly elected officials wish to thank all their members who voted. They promise to serve their members well!

## Dole, newspaper owners sneak attack

The International Brotherhood of Teamsters *Update on Congress* publication reports that Republican Presidential front-runner Bob Dole and U.S. newspaper publishers pulled a fast one on newspaper workers with recent tax revisions that benefit employers.

According to the *Update*, Sen. Dole snuck language "clarifying" the tax status of newspaper distributors and drivers who operate as independent contractors into the 2,000-page budget bill.

Under this cover, the Dole language would have weakened the rights of drivers and distributors to organize and bargain collectively and made it easier for publishers, including the Detroit newspapers, to fire distributors and reclassify them as independents.

The Teamsters found the provision and asked Sen. Levin, D-MI, to use Senate rules to kill it. Levin complied, but the provision reappeared and passed the Senate. Levin objected again, and the Senate parliamentarian ruled it should be removed.

But Dole moved in, got big publishers to call their senators and forced the parliamentarian to rule that the provision should go back in. Thanks to Levin, the Teamsters helped write language limiting interpretation of the Dole clause to tax issues only, not organizing and bargaining rights. It appears the Teamster modification will survive for the time being.

## Local 78 shoots down underhanded decert try

Markstein Beverage's sneaky attempt to boot union turned back by members

Teamsters Local 78 in Hayward has headed off an underhanded decertification attempt by Markstein Beverage Co. of Union City.

According to Local 78 Vice President John Kikes, who directed the local's successful effort, problems began during negotiations with the Northern California Beer Association, an organization of wholesalers including Markstein.

### Tentative agreement

Kikes said the Teamsters and the Beer Association reached a tentative settlement on a new agreement. Markstein representatives participated in the negotiations.

Just days later, as Local 78 was preparing to bring the settlement to its members for a vote, Markstein informed the union it was not part of the tentative agreement and that the company's offer was withdrawn.

Kikes brought the settlement to his members anyway. Fifty-three of Markstein's 74 Teamster employees voted on the tentative agreement and approved it unanimously.

Local 78 thought the issue was settled, but Markstein had other ideas. According to Kikes, a few Teamsters were circulating a petition seeking a different contract than the one being negotiated with the Beer Association.

### False pretense

Once the signatures were collected, Markstein claimed the petition was actually a decertification request signed by Teamsters who wished to end their employer's status as a union company.

Teamsters who were deceived into signing the petition asked that their names be removed, but the

decertification vote went ahead.

### Tactic fails

Just prior to the vote, Markstein packed its employee roster with relatives and friends to tip the scales in its favor. The tactic failed, and the union still headed off decertification by a vote of 40 to 30.

Kikes credits the union's successful campaign to staunch Teamsters

Union members employed by Markstein whose hard work paid off in the union's victory.

He also credited the contributions of attorney Todd Cochran of the Beeson firm and Jim Calleros of the Western Conference of Teamsters Pension Trust Fund, who explained to members what they would be losing if they sacrificed their pensions by voting for decertification.

## S.F. parking workers authorize strike by 807-7 vote

Teamsters Local 665 in Daly City reports that San Francisco parking workers voted 807-7 to authorize a strike against employers.

Local 665 Secretary-Treasurer Ernie Yates said the vote took place Nov. 20. Yates said three months of negotiations failed to produce an acceptable settlement for the 1,100 workers affected.

He said employers are seeking cut-backs in wages, benefits and seniority. At this writing, negotiations are expected to continue.



**San Francisco says thank you** - The San Francisco Board of Supervisors recently honored the workers of Sunset Scavenger Co. for 75 years of dedicated service to the city. Pictured above, Sunset workers display resolution passed in their honor. Helping them celebrate are Bob Morales (Far Right) head of Teamsters Local 350, which represents the workers, and Walter Johnson (Far Left), secretary-treasurer of the San Francisco Central Labor Council.

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**50 years on the job** - Pictured above is 72-year-old Willie Wilson, a member of Teamsters Local 890 in Salinas who has worked for Graniterock in Salinas for 50 years as of Nov. 24. A story on Wilson's accomplishments appears on Page 1.

## Make A House Call

Your union's mortgage and real estate program makes buying or selling a home as easy as picking up the phone.

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REAL ESTATE**



## Detroit, (From Page 1)

On at least two occasions, large delivery trucks roared through the picket lines with no advanced warning, scattering pickets and resulting in injuries to union members.

On Aug. 31, the National Labor Relations Board ruled that the strike was caused by management's unfair labor practice. If that ruling is upheld on appeal, striking workers would be reinstated in their old jobs once the strike ends. Those jobs are now being performed by scabs imported from around the country and also by workers who crossed the picket line and went back to work.

The NLRB ruling was the third time during the strike that Detroit

DeSmet — spoke at the Joint Council 7 Delegates' meeting in San Francisco on November 7.

Mike Zielinski of the International Brotherhood of Teamsters Corporate Campaign Office who is assigned to the Detroit strike, said the Detroit newspapers have indicated that their circulation has dropped 25 percent during the strike, although there are indications that the decline is more like 50 percent. The publications have also indicated that they lost approximately \$46 million in the first 90 days of the dispute. Real losses may be higher, but the newspapers have refused an independent audit.

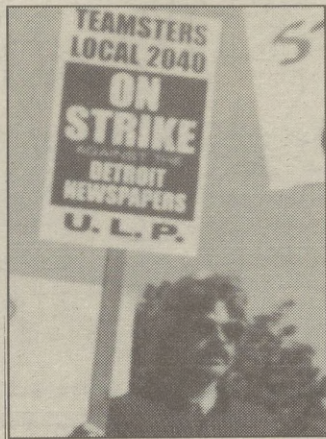
Knight-Ridder stock earnings for this year's third quarter are down 82 percent compared to the third quarter last year.

"But they still seem determined to bust the unions," Zielinski said. "There have been some bargaining sessions, but the newspapers have shown no willingness to compromise. We're gearing up for a prolonged dispute."

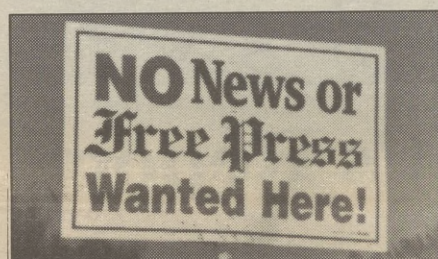
According to Zielinski, a campaign targeting Detroit newspaper advertisers has succeeded in convincing 300 to remove their advertisements from the newspapers.

A major campaign further targeting advertisers kicked off the day after Thanksgiving — the biggest shopping day of the year — with a massive leafletting campaign.

The Teamsters implemented a leafletting campaign at 85 K-Marts throughout the country. That retail chain was still advertising in the Detroit newspapers at this writing.



Local 296 Business Agent Mike Amaral, a former San Jose Mercury-News driver who now represents workers at the newspaper, marches in the Nov. 14 demonstration.

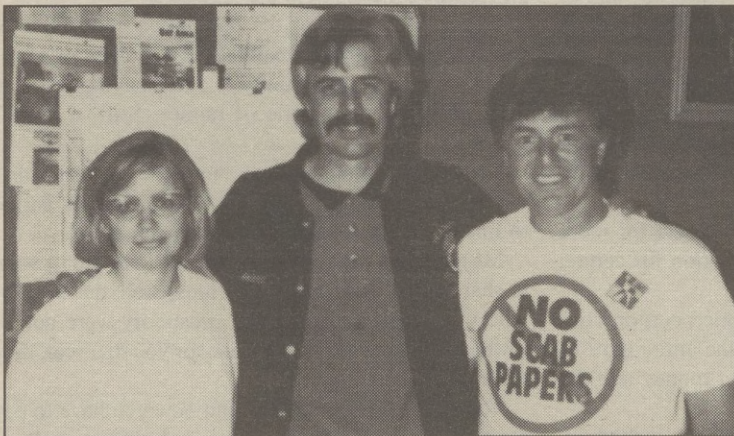


The above sign is appearing on the front lawns of more and more homes in the Detroit area. Subscribers to the Detroit News and Free Press have dropped by half during the bitter strike.

newspapers were cited for unfair labor practices.

On November 14, Bay area unionists demonstrated in front of the San Jose Mercury-News offices in an impressive show of support for their striking brothers and sisters in Detroit. The Mercury-News is owned by Knight-Ridder.

Two striking workers — Teamster Paul Kulica and reporter Kate



Pictured above are striking Detroit newspaper workers Kate DeSmet (L) and Paul Kulica (R). The pair reported on their strike to Teamsters who attended the Nov. 7 Joint Council 7 Delegates' Meeting in San Francisco. Joining DeSmet and Kulica above is Mike Amaral (Center), a business agent with Teamsters Local 296 in San Jose who represents drivers at the San Jose Mercury-News.

## Morales to head Hispanic Caucus

Also named Pension trustee

Congratulations are in order for Joint Council 7 Vice President Bob Morales, who was recently elected to two prestigious positions.

In September, Bob was selected as president of the National Teamsters Hispanic Caucus. The Caucus has chapters in Los Angeles, Dallas, New York, Chicago, Denver and Florida.

Besides its annual scholarships, the Caucus promotes organizing, education and other services that serve the Hispanic community and the labor community at large.

In October, Bob was elected to a three-year term as a trustee of the Western States Teamsters Representatives Pension Trust Fund.

Joint Council 7 and the Northern California Teamster congratulate Bob for attaining these positions and thank him for his years of service to our union and to all working people.

## Local 70's big gains in waste contract

Local 70 used provisions in its Waste Management Inc. contract and high-level political connections to negotiate an extension mid-way through the life of the agreement that resulted in impressive across-the-board gains for members.

Talks began in early summer when the city of Oakland requested that Waste Management initiate curbside service, which placed a number of Teamster jobs in jeopardy.

Language in the Local 70-Waste Management contract covering new methods and changes of operation allowed the union to reopen the agreement to discuss Oakland's request.

Local 70 Business Agent Larry Dias took advantage of the opening to bring a whole range of issues to the bargaining table. Dias threat-

WASTE, Page 7

## Discipline: A difficult work place issue

The following article was written by labor economist Harry Polland, who has provided years of valuable service and advice to Bay area Teamster leaders and members. Polland worked directly with Teamster General President Jimmy Hoffa in the early 1960s during local freight industry negotiations and also participated in bargaining for the first-ever National Master Freight Agreement. In this and subsequent articles, Polland counsels union members on their rights, obligations and responsibilities.

The discharge of employees represents one of the most difficult work place problems. Employers sometimes discharge employees for a good reason, for a poor reason, or for no reason at all. The Union response is to grieve the issues and to ultimately arbitrate discharge cases.

The purpose of this article is to attempt to find ways to minimize discharges for good reason and to lend support to Union efforts to fight discharges for poor reason or no reason.

Let us begin with the premise that virtually every employer keeps a report card on each employee.

Incidentally, this is a great report card society. From the time the child enters the first grade, he or she is being judged. This school practice has been carried over to the job.

The Employer records every action of his employees, among others: (a) being late for work, (b) absenteeism, (c) speaking crossly to his or her superior, (d) breaking company rules, (e) not performing according to company standards, and (f) being sick too often. Then, at some appropriate time, the boom is lowered.

This article seeks to warn Union members to avoid being discharged for good reasons. Discharge casts a shadow on the employee's character, reputation and competency. Indeed, discharge may have a traumatic and profound effect on the future work life of such employee.

Let us start by analyzing discharge cases:

1. What are the consequences for the employee whose discharge is upheld by the Arbitrator? How does a prospective employer look upon such an applicant?

2. What effect does the arbitration case history, the transcript, the briefs and the arbitrator's written opinion have on the future of the discharged employee? Does not this constitute "having a record?"

3. How long does the discharged employee remain unemployed? In this connection it should be noted that a discharged employee is disqualified indefinitely from receiving unemployment insurance. He or she only qualifies if he or she is re-employed and laid-off by his or her subsequent employer.

4. If the discharged employee shifts employment, does he move to a less skilled job? Another occupation? Another industry? Another city?

5. Do formal arbitration procedures deter the discharged employee from arbitration itself? Does the Perry Mason atmosphere humiliate the employee?

6. What about the "in limbo" period between time of discharge and the time the hearing and decision is received? Does this delay contribute further to the employee's demoralization?

In summary, discharge arbitration procedures can do permanent and severe damage to the career and life of those discharged.

DISCIPLINE Page 7

## How you can help striking Detroit workers and their families

Every union worker must realize that the Detroit newspaper workers' fight is our fight. An individual contribution of only \$10 can help prevent a family's electricity and water from being shut off. You can help the courageous striking workers by sending donations to the following organizations:

Metropolitan Council of Newspaper Unions  
(Pays for unions' strike costs)  
c/o Newspaper Guild of Detroit  
3300 Book Building  
Detroit, MI 48226

DNA Striker Relief Fund  
(Pays for striker household expenses)  
c/o Metropolitan Detroit AFL-CIO  
2550 W. Grand Blvd.  
Detroit, MI 48208

Local unions are urged to adopt a striking family. A monthly pledge of only \$50 can help feed a striking union family or provide health care for a sick child. A monthly pledge of only \$200 can save a striking family's home. Local unions interested in adopting a striking family or seeking more information are urged to contact the Detroit Newspaper Association Strike Relief Fund at (313) 896-2600.



A special message

# Happy Holidays

## the Union Label Way

Whether we spend them in the warmth of our own homes or travel to others' for gatherings of family and friends:

Whether we exchange gifts with many or few:

Whether we mark the new year with a whoop or a whisper:

People who shop union know that the happiest year-end holidays come with a union label.

It's true when we shop for the makings of traditional meals, from the main course to side dishes and condiments. Here are a few that are union made:

Hams? There are Armour Star, Bryan, Dinner Bell, Dubuque/FDL, Emge, Farmland, Hormel, John Morrell, Kahn, Mash's, Oscar Mayer, Patrick Cudahy, Pruden (mail order), Sugardale, Superior, Swift Premium, Thorn Apple Valley and Wilson.

Turkey and other poultry? Butterball (Swift Premium), Empire, Norbest and Tender Time turkeys, Foster Farms, Hudson and Zacky Farms chicken.

Baking supplies? Bake Rite and Wesson vegetable oils; Barnett and Durkee spices; Blue Bonnet, Country Crock, Fleishchmann's, Imperial and Promise margarines; Crisco and Snowdrift shortenings; Cross & Blackwell mincemeat and plum pudding; Del Monte, My-T-Fine and Nestle's puddings; Domino, Supreme and U.S. sugars; Kroger, Lucky Leaf and My-T-Fine pie fillings; Land O'Lakes butter and margarine; Red Star yeast; and Royal gelatin.

Coffees? Cafe Adjuntas, Chock Full O'Nuts, Maxwell House, Melitta Legends and Legrand Cafe, Procter & Gamble instant, decaf and brick-pack, and Red Diamond (also Red Diamond tea).

Also: Bird's Eye and Hanover frozen vegetables; Stokley USA, Del Monte and Festal canned vegetables; Borden's, Broughton's, Meadow Gold and Sani-Dairy ice creams; Cool Whip; House of Almond nuts; Kraft dips; Kroger coconut and ice cream toppings; Nabisco crackers and cookies (including Frookies); Planters peanuts.

Union-made gift merchandise? Here are just a few that are union made:

**For the household** – Crystalline and Magnalite dishes; Camillus, Chicago, Clauss, Cutco and Utica carving knives and cutlery; Ekco "Oven Secret" bakeware; General Housewares, Mirro Regal Ware, Wearever and West Bend cookware; Falconer-Denver mirrors; Norman lamps and shades; Penn Plax fish tanks and bird cages.

**For the children** – Testor hobby kits and supplies; Fisher Price sandboxes and playhouses; Lionel trains; Leister games; Ertl toy tractors, trucks, cars, construction machines and model and hobby kits that are stamped "Made in the U.S.A."; Childcraft mail order items; Radio Flyer wagons; Huffy and Murray bicycles; Golden books; Selmer, Buescher Bach, Bundy and Yamaha musical instruments; Ideal books, desks, easels, flash cards, games, puzzles and its entire line of preschool materials; Roadmaster gym and recreational equipment; C.C.M. skating boards; Etch-A-Sketch; Frustration; Ghost Writer; Michael Jordan Jr., Jammer; Tot Traps drums; Pfaltzgraff children's dishes and cookware; Wall Ball; Power Wheels battery operated model cars.

**For outdoor recreation** – Aladdin vacuum bottles and insulated mugs; Hillerich & Bradsby Louisville Slugger bats and Powerbilt golf clubs; Louisville hockey sticks; Arnold Palmer and FlexFlight golf clubs; Evinrude boat motors, Bauer, Lange, Micron, Daoust and Riedel ice skates; Redfield guns, scopes and accessories; Colt handguns and sport rifles; Camillus hunting knives.

**For the home workshop** – Apex, Armstrong Brothers, Columbian Vise/Warren tools, Stanley, Snap-On, Channelock, Central Tools hand tools; Wen power tools of all kinds.

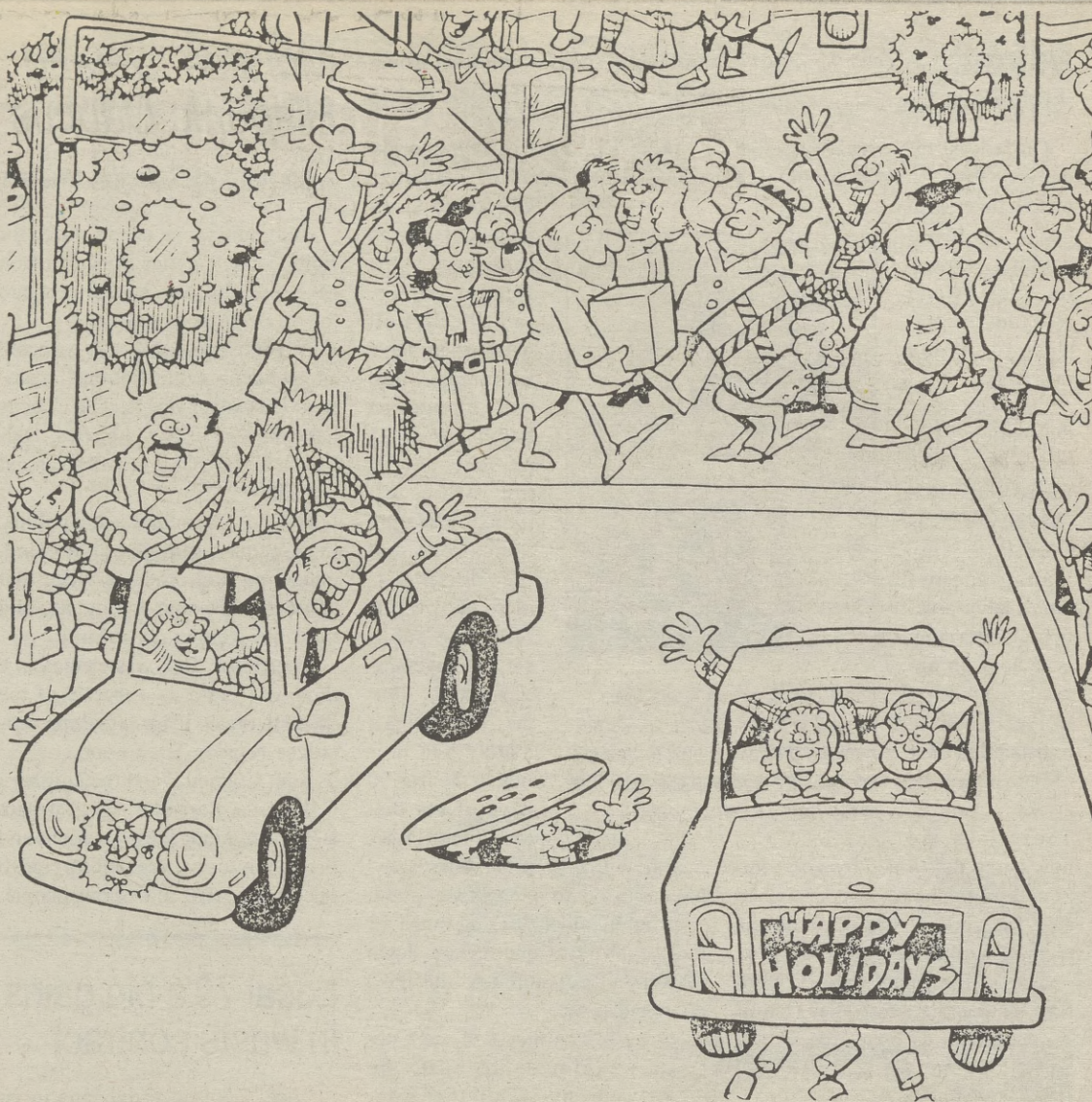
And, if the situation on the morning after New Year's Eve warrants it, remember that Alka-Seltzer is made by Steelworkers at Miles Lab in Elkhart, Indiana.

*Reprinted from the Union Label Service Trades Dept., AFL-CIO, Labor Letter*

## Seasons Greetings from JC7

The officers and staff of Teamsters Joint Council 7 and the Northern California Teamster wish a happy holiday season and a healthy and productive New Year to all officers and members of Joint Council 7-affiliated local unions. Thanks for your support in 1995.

The coming year brings many challenges, including a presidential election and an opportunity to turn back the Republican Revulsion ... uh, Revolution. The Teamsters will also hold a presidential election. So, hold onto your hats, 1996 promises to be exciting.



## President's Report

by Chuck Mack

President, Joint Council 7

### Money junkies' bad habits threaten us all!

Those who treat substance abuse will tell you the addiction cycle follows this pattern: An individual partakes of a particular substance and experiences a pleasurable sensation commonly referred to as a "high."

The individual enjoys the feeling so much that he or she continues taking the substance regularly. Before long, the body develops a tolerance to the substance so the individual takes more of it but finds the high elusive.

He or she eventually reaches a state where large doses of the substance are necessary just to keep the pain of withdrawal at bay. At this point, the individual will do anything to get the substance.

He or she will sell precious keepsakes, steal from friends and family, lie, commit crimes and engage in all types of destructive behavior just to get the substance.

In the case of wealthy corporations and affluent individuals in America, the substance is money.

Everyday, we see evidence that the quest for more and more money has become an addiction for certain segments of our society.

These segments – the aforementioned corporations and individuals – obviously enjoyed the initial glow of gaining access to a certain amount of money and the power and prestige that came with it.

They began to seek more money. Prices inched up. Certain jobs were eliminated through attrition. The search began for tax loopholes.

More money flowed in. More power. More prestige. But it wasn't enough.

More jobs were axed. Workers who remained were asked to do more and more. Legislators were paid off to rewrite tax laws to favor the wealthy.

More money. More power. More craving.

Whole segments of the work force were lopped off. Corporate anorexia it was called. Companies that had become pillars of the community pulled up stakes and relocated to foreign countries where workers earned just a few dollars a day. Bizarre economic theories like "trickle down" were concocted and implemented to protect the affluent from paying taxes.

A mere 1 percent of the population controlled 40 percent of the nation's wealth. This 1 percent was provided with every opportunity to avoid paying taxes on their ever-expanding pile of money. Still, it wasn't enough.

The country plunged deep into debt but that didn't matter. The wealthy bought the bonds America issued to finance its debt, so they profited even more.

More money poured in, but the affluent didn't want to share any of it. Even as they prospered, the workers who were responsible for that prosperity were not allowed to enjoy its fruits. No raise for you this year, they were told.

You get a pay cut instead. And now you have to pay for part of your health insurance and we just can't afford to pay into your pension anymore. We need the money, said the corporate executives, who were already



# Local 70 News

BROTHERHOOD OF TEAMSTERS LOCAL 70

70 Hegenberger Road, Oakland, CA 94621

Phone (510) 569-9317

## Emery grievances resolved

Two intense weeks of talks produced settlement on two deadlocked grievances Local 70 had with Emery Air Freight.

Earlier this year, Business Agent Bob Bell grieved when Emery transferred four jobs from Oakland to Sacramento and didn't allow Local 70 members to follow the work. That case followed another where Emery transferred work that had previously been performed by 70 members at the Oakland Airport to a non-union vendor.

### Deadlocked

Both cases wound their way through the grievance procedure and eventually deadlocked at the national level.

The Emery contract has an open-ended grievance procedure and allows the union to take economic action on deadlocked cases.

Secretary-Treasurer Chuck Mack wrote to Emery and advised that he would take such action if the company did not meet with the Local and settle. The company called for meet-

ings and, after two sessions, an agreement was reached. It provides:

- 1) That the airport work is immediately returned to the bargaining unit;
- 2) Emery will pay \$35,000 in back pay to Local 70 members;
- 3) The company will immediately bid an additional "Shag" job and three driving jobs;
- 4) Three people will be allowed to transfer to Sacramento.

Transfer rights in this case are rather hollow. Sacramento is non-union and it does not appear that anyone employed in Oakland is willing to risk their pension and health care and other union benefits and make the move.

### Gratitude

Bell and Mack singled out Stewards Keith Leslie, Jack Shearin, Bob Trujillo and Steve Kohn, the stewards who participated in the meetings. Their assistance was invaluable.

## Motor Cargo update

Local 70's ongoing dispute with Motor Cargo still impacts the company's operations.

The Newark terminal continues to lay off. This past month, not only were the dock and driver ranks reduced, there were also cutbacks in the office. Word from the inside ... some employees have jumped ship and found work at other companies. The Newark terminal may be closed if settlement is not reached.

There has been some activity on the negotiating front. Local 70, along with Locals 104 and 222, participated in Local 533's (Reno) negotiations in mid-November.

The company did not object to the joint meeting. They offered the Reno Teamsters a 10-cent per hour increase, but no other contract changes. Local 70 will attend future negotiations being scheduled for Reno and Phoenix.

The struggle has been long and difficult. Pickets have been up for nine months and a significant amount of money has been spent.

The issue is important. We owe it to those individuals working for Motor Cargo who voted UNION to continue the struggle. We also owe it to our members who are in the Freight Industry.

MOTOR CARGO, Page C

## Speakers issue call to arms

## Unions in fight for survival, Stewards' Seminar told

More than 150 members attended the Stewards-Membership Seminar on Sunday, October 22, 1995.

The topic was "Teamsters and the Political Process." Speakers included the former Assembly Speaker, now mayoral candidate in San Francisco, Willie Brown, Congressional Representatives George Miller and Pete Stark, State Senate President Pro Tem Bill Lockyer and Assemblywoman Barbara Lee.

George Miller set the meeting's tone by challenging our members to get involved in the 1996 elections. He berated the conservative theme being sounded in the House of Representatives since Republicans have taken control and detailed the assaults on worker rights and protections.

"This Republican Congress," he said "would scrap the Davis-Bacon Act, eliminate prevailing wage protections, any form of occupational safety and health and even the National Labor Relations Board if they go unchallenged."

"If Labor sits on its hands in '96, right-to-work could well become a reality," he said. Representative Pete Stark followed Miller. He focused on health care and what Republican proposals will do to Medicare and Medicaid. Stark was a surprise; initially he indicated he would not be able to make it, but he had returned to California for family business and graciously dropped by to participate in the meeting.

Senate Pro Tem Bill Lockyer claimed the California Legislature was experiencing much the same. Republicans are attempting to turn back the clock by repealing any and all regulations benefiting workers. He urged a grassroots effort within the Labor Movement to turn this around.

Chuck Mack, in introducing Lockyer, advised that he was the only person standing between the Labor Movement and right-to-work. "If the Senate does not remain in Democratic hands, we could well see such legislation become a reality in California," Mack claimed.

Barbara Lee will be a candidate



Pictured above is former Assembly speaker, now San Francisco Mayor, Willie Brown. Brown was photographed speaking to Local 70 members and stewards at the Local's October 22, 1995 seminar.

## SDMI grievance nets \$75 grand

Local 70 is still processing grievances against Specialized Distribution Management Inc. (SDMI), the third-party vender hired by Safeway Stores to run its Safeway Distribution Center in Tracy.

Local 70, along with Local 853, represented SDMI employees shortly after the center opened in 1992.

Recognition from SDMI for the two locals came after a bruising

SEMINAR, Page C

SDMI, Page B

## MOVING? LET US KNOW

Moving? Let us know at least three weeks in advance. Attach your newspaper mailing label in the space below (or print your old address if the label is not available), fill in your new address and mail to:

Teamsters Local 70  
P.O. Box 2270  
Oakland, CA 94621-0170

(Name)

(Old address, street number, apartment number)

(City)

(Zip Code)

(New address, street number, apartment number)

(City)

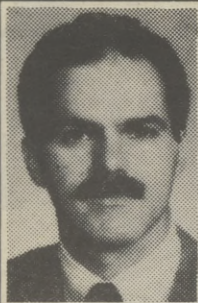
(Zip Code)



Seasons  
Greetings  
&  
Happy  
New Year  
**THIS  
MONTH**

Joe Silva ..... Page B  
Chuck Mack ..... Page C  
Obituaries ..... Page D  
Trustees' Report ..... Page D





# President's Report

## No Shortage of News

There is no shortage of news to report. In October, we sponsored a Local 70 Steward-Membership Seminar "Election 1996-Teamsters for a Change" (Labor and the Political Process).

In November we held nominations for officers and officials for the 1995-1998 term. We have also concluded contract negotiations with Pepsi-Cola, Coca-Cola and Union Pacific Motor Freight.

During this period the results of the National Car Haul Referendum became known. We were also able to leverage a contract reopener regarding curbside service into a contract extension with Waste Management.

The strike against Motor Cargo continues but an unanticipated strike against Jergensen-Kilsby was called on November 1, 1995. Finally, Willig Freight Lines terminated its operations and filed Chapter 11 Bankruptcy on October 19, 1995.

For some Local Unions the fall brings a welcome respite from the hectic pace of everyday activities. That has not been the case here at Local 70. We have had more going on here this fall than we ever could have imagined.

## Political Seminar

The October 22, 1995, Steward-Membership Seminar focused on the anti-union activities in both Sacramento and Washington D.C. The featured speakers were asked not only to assess the problems but also to suggest realistic proposals on how to reverse this process. Five dynamic speakers addressed the assembly.

Congressman George Miller pointed to the contradictions in the current political landscape. There is a tremendous shift in wealth to the very rich in this country, he said. Five percent of the richest citizens of this nation are the recipients of \$245 billion. At the same time, the Republican controlled Congress promotes cuts in Medicare and Medicaid which disproportionately punishes senior citizens and the elderly who need nursing care.

He also pointed to the persistent attacks on prevailing wage requirements and Fair Labor Standards. At the same time, the Republican Congress is willing to allow employers the opportunity to raid fully funded pension plans.

Miller suggested that labor mobilize. According to Miller, recent polls indicate that Democrats enjoy an eight-point higher approval rating over Republicans. We can take advantage of these opportunities if we organize, emphasized Miller.

"Political activity is the answer," he said. "People must get involved to avoid the losses and to secure the gains".

Congressman Pete Stark focused on the potential effects of changes in Medicare and Medicaid. Medical care for the elderly as a fundamental right is under serious attack, said Stark. Federal standards for nursing homes will be watered down if Republicans have their way.

Health Maintenance Organizations will be promoted even though some HMO provide substandard medical care. All of this, emphasized Stark, comes from an attitude that "all government is bad" and "no government is good." Without government, he warned, we will return to the conditions that existed prior to 1965 when many senior citizens couldn't buy medical insurance.

Stark concurred with Miller: "When Hispanics, Blacks and Labor vote together we win."

California State Senator Bill Lockyer pointed to the continued tilt of the state Republican Party to the right. Moderate Republican Ken Maddy was replaced by conservative Republican Rob Hurt. The Republican agenda is intent on squeezing workers.

While promoting family values, Gov. Pete Wilson seeks to dismantle overtime after an eight-hour day and replace it with overtime after 40 hours.

They assume that the rich must get richer to stimulate the economy when in fact two-thirds of economic stimulation comes from the middle class. Lockyer focused on the undue influence of evangelical churches on the Republican agenda. He made it clear that labor must play an equally important role in the Democratic party if Democrats are going to control the California State Senate.

SILVA, Page C

## Impressive gains as Waste Contract reopened midway

Local 70 members at Waste Management Inc. overwhelmingly ratified a contract extension in mid-November.

The approved proposal, which came after two months of on-again/off-again negotiations, extends the agreement to the year 2001.

Just last year, Local 70 members ratified a four-year agreement with Waste. The contract was set to expire in 1998.

This year the City of Oakland and Waste reached their own agreement which renewed the company's gar-

bage franchise to the year 2010. Business Agent Larry Dias immediately requested a re-opening of the labor agreement as provided in the contract's "New Methods" clause. Initially the company balked. Dias argued, however, that by going to curbside service, the company was materially changing their method of operation.

After Oakland City Councilmember Ignacio De la Fuente intervened, the company agreed to talk.

De la Fuente had negotiated the

franchise extension with the company on behalf of the City. He had insisted on labor peace as part of the extension.

The new agreement provides important job security language and significant economic improvements. Some classifications will be increased close to \$6 per hour over the next 18 months.

In the future, general wage increases and pension and health and welfare will be tied to a cost-of-living economic formula. There are also improvements in sick leave, vacation and job assignments.

If both parties agree in the year 2001, the contract with its formula for wage and benefit increases can be extended to the year 2006.

Secretary-Treasurer Chuck Mack credited Dias and Dominic Chiovare for negotiating one of the most unique contracts of its kind in the industry, one that guarantees our members the finest solid waste disposal agreement in the country.

## 28 vie for 14 Local Union positions

More than 500 members attended Local 70's nominations of officers and officials on Nov. 4.

The meeting lasted close to three hours. Twenty-eight members were nominated for the seven Executive Board, six business agent and one assistant business agent/dispatcher/organizer slots.

The meeting was spirited. Speeches by both the nominators and candidates were impassioned - some short, some long; some articulate, others rambling.

The members also selected an Election Committee. It will assist in eligibility determinations and ballot count on Wednesday, Dec. 6, 1995. You may well know the election results before you receive this edition of the newspaper.

Following is a list of candidates who were nominated and the office they seek:

### PRESIDENT

Joe Silva

Richard Puell

### VICE-PRESIDENT

Ron Rocha

Robert Cleveland

### RECORDING SECRETARY

Frank Young

Craig Gonsalves

### SECRETARY-TREASURER

Randy Olson

Chuck Mack

### TRUSTEE

John Bromstead

Emil Radloff

Tim Mosier

Dan Gonsalves

Maran Wilson

Jacques Rickman

David Godinez

### BUSINESS AGENTS:

Bob Bell

Marty Frates

Larry Dias

Walt Mees

Gilbert Morales

Gabe Ybarrolaza

Jim Brown

James Flemmings

Darold Wright

Alan Manrique

John Hein

### DISPATCHER/ASSISTANT BUSINESS AGENT/ORGANIZER

Dominic Chiovare

Bob Cleveland

### MEMBERS ELECTED TO SERVE ON ELECTION COMMITTEE:

Ron Persons

Odus Hall

Lee Hafley

Larry Aiello

"Marty" Martinez

Adolph Felix

Lou Marchetti

John Lopez

George Derieg

Marie Arnerich

Lee Roy Flores

## SDMI, (from Page A)

battle between the Teamsters and Safeway over whether the facility would be under Union contract and whether the former Safeway employees would have job transfer rights.

After the facility opened, there were a number of grievances filed seeking interpretation of the interim collective bargaining agreement. Appropriate rates of pay was one of the bigger issues, especially for the drivers. Local 70 Business Agent Jim Brown filed a pay-rate case on behalf of 60 members.

He claimed SDMI failed to increase the 60 drivers' pay rate after they had completed 1,040 hours. He argued the agreement mandated a \$1.60 per hour increase.

Arbitrator Neil Herring agreed. He ordered SDMI to pay those drivers the difference for approximately a three-month period. Brown advises that the back pay award will cost SDMI approximately \$75,000.

## LOCAL 70 OFFICERS

### EXECUTIVE BOARD

Secretary-Treasurer  
Chuck Mack

President  
Joe Silva

Recording Secretary  
Frank Young

Vice President  
Ron Rocha

### Trustees

Daniel Gonsalves Jr.

Tim Mosier

Emil Radloff

Conductor  
Mike Tielemans

Warden  
Phil Frost

### BUSINESS AGENTS

Robert Bell  
Lawrence Dias  
Gabriel Ybarrolaza

James L. Brown  
Martin Frates  
Darold L. Wright

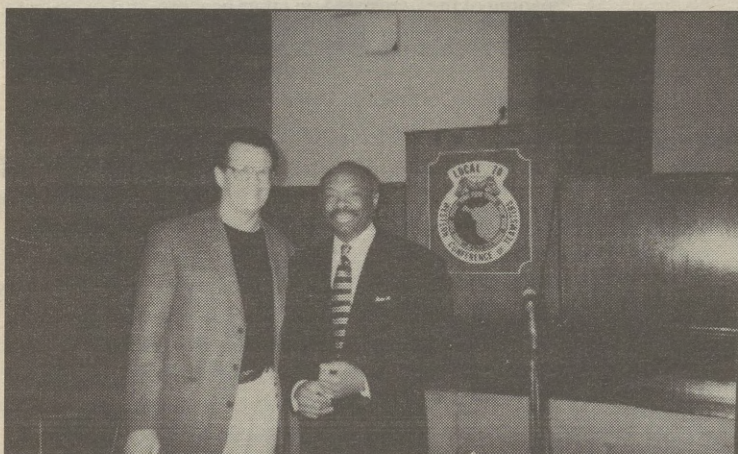
Dispatcher/Organizer/Asst. Business Agent  
Dominic Chiovare

### Local 70

70 Hegenberger Road  
Oakland, California 94621-0170  
(510) 569-9317  
Fax: (510) 569-1906



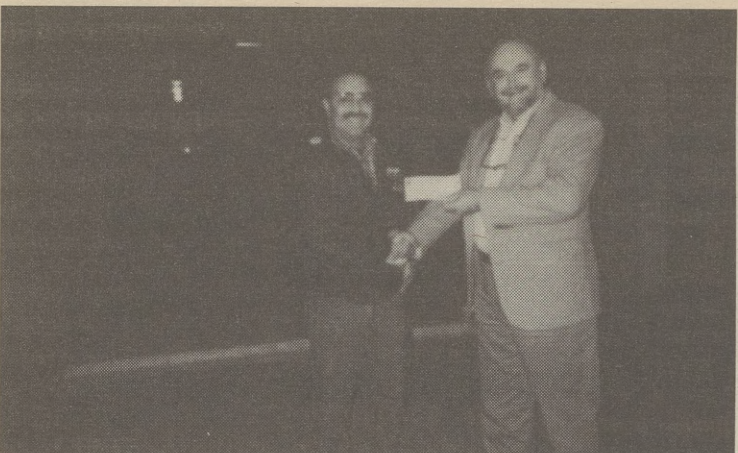
## Local 70 Photo Gallery



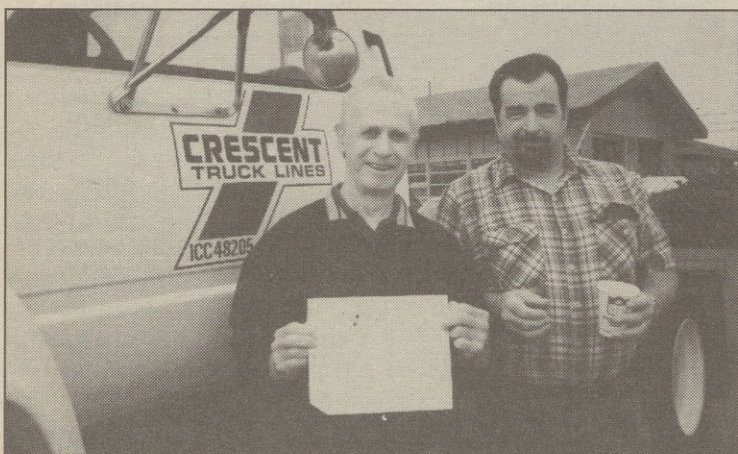
Left-to-Right: Secretary-Treasurer Chuck Mack with Former Assembly Speaker Willie Brown (taken at the October Stewards' Seminar).



Right to-Left: Marty Martinez, Al Swan and Gary Vargas (taken at the October Stewards' Seminar).



Pictured above, Local 70 member Frank Duran, accepting a check in the amount of \$20,000 from Business Agent Gabe Ybarrolaza. The money was settlement for a case Duran and Ybarrolaza brought against Scott Company.



Pictured above is Bill Utterback (L) displaying a \$3,000 back-pay check for a grievance he filed against his employer, Crescent. Pictured to the right is shop steward Bob Mello, who assisted Utterback with the grievance.

## Silva, (from Page B)

Assemblyman Willie Brown handicapped the various assembly races statewide. Democrats can win he said, if we organize or implement our goals.

We beat back a recall of Mike Machado in the Central Valley by utilizing our resources, emphasized Brown.

Term limits have cost us dearly in Northern California. All of our giants will be gone.

We must replace them with other talented candidates who share our vision, stated Brown. "As Mayor of San Francisco, I can make this happen," he concluded.

Assemblywoman Barbara Lee reiterated the points made by other speakers. Much is in jeopardy, she said.

"We can change the course, however, if we keep our eyes on the prize," said Lee.

The seminar was a call to arms. It was an inspirational day.

### Nominations/Election

On Saturday, November 4, 1995, the membership assembled to nominate candidates for the 1995-1998 term of office.

Approximately 400 members attended the meeting, which began with a discussion of mail ballot voting procedure mandated by General President Carey.

Almost all speakers criticized Carey's decision as contrary to the will of the membership. Brother

SILVA, Page D

## Seminar, (from Page A)

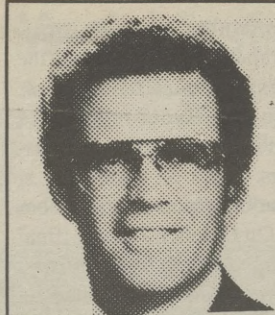
for state Senate next year and is endorsed by Local 70. She laid out a program for restoring Labor power and progressive politics next year and beyond.

The wrap-up speaker was Willie Brown. He talked briefly but promised he would, after being elected mayor, work relentlessly to again insure a Democratic majority in the Assembly. Brown pointed to a number of marginal districts where Republicans can be defeated. "It will take money and people but we can get the job done," he said.

The meeting concluded with a "sumptuous" lunch.

## Motor Cargo, (from Page A)

On behalf of the members at Motor Cargo, a special word of thanks to the many members who have generously donated to their cause. We would ask you to continue your extremely important support. Your money goes directly to the pickets.



## Secretary Treasurer's Report

### Election '95

Over the last month, Local 70's election of officers and officials has been ongoing. The campaign has been spirited and hotly contested.

By the time you receive this edition of Local 70 News the results should be in and the officers and officials selected for the next three years. We need, in the immediate future, to heal whatever wounds remain from the campaign, to come together and get on with the task of providing for the membership.

The challenges ahead will not be any easier. We can only prevail if we are united, speaking with one voice and moving in one direction.

The method for determining leadership in the Trade Union Movement can be a little crazy at times. It, however, is unique. It insures diversity of opinion. It insures change and it gives us strength.

### Terminal Visits

Union business does not stop because of campaigns and elections. This past month, Bob Bell and I met several times with Emery Air Freight. We were pushing to resolve two deadlocked grievances.

The cases were important because they meant work, which in turn means job security for our members. We got the company's attention after threatening to strike.

Both cases were resolved. The end result: we recovered the lost work, picked up \$35,000 in back pay and taught the company a lesson. They won't be making any unilateral decisions to take work from our members anytime soon!

### Oakland Scavenger Members Ratify a Contract Extension

This is another case where a strike was imminent. We were able, however, to leverage the company with the Oakland City Council. The result: a new agreement that goes into the next century -- 2001. It's an agreement that provides an important wage catch-up for lower paid classifications and promises significant economic increases for all classifications in the future.

A job well done by Business Agents Larry Dias and Dominic Chiovare!! Also, a special thank-you to Oakland City Councilman Ignacio De la Fuente.

He stepped in when an impasse was likely and got the company back to the table. The contract is one of a kind and we believe the finest in the country.

### The Strikes Continue

Local 70's strikes at California Moving and Storage and Motor Cargo continue. Both are in their ninth month. There's little progress at California Movers. The two members who work there remain strong -- still unwilling to accept a substandard agreement.

At Motor Cargo, we have participated in negotiations. Not ours, however. Dominic Chiovare, at the invitation of Local 533, attended a negotiating session between the company and that Local in Reno. Locals 104 and 222 also participated.

The meeting served a purpose: it communicated clearly to the company that the Teamsters are together. Further, the company is going to have strikes on several fronts if it does not reach agreement.

Motor Cargo's business continues on a downward slide. The Newark terminal laid off office staff, drivers, and dock workers in November. We hope they come to their senses before it's too late.

We began a third strike this past month. Jorgensen-Kilsby dumped its drivers and turned the work over to Ryder Transportation. Gabe Ybarrolaza immediately established picket lines and the battle has been joined.

There have been meetings with Ryder but as this edition goes to press there is no settlement. We will keep you updated.

### Short Notes

Opposition by employer trustees on the Western Conference of Teamsters Pension Trust has prevented the payment of a "13th" check to Teamster members who retired prior to 1985. I have written a letter to the Trust co-chairs asking them to reconsider their position. The text is printed on Page 5 of the Northern California *Teamster* newspaper. It's shameful that the trustees could not reach agreement. It would be understandable if economic conditions did not warrant. Granted, 1994 was not a good invest-

MACK, Page D



## Silva, (from Page C)

Gilbert Morales, a candidate from the Working Teamsters slate defended the Carey decision.

I reiterated the position of the Executive Board on this matter: the General President, despite our objections, made the decision for a mail ballot referendum and we intend to comply with that decision.

Candidates were nominated for every office and position. All incumbents were nominated for their respective positions and the Working Teamsters nominated candidates for every position as well.

Working Teamster candidates came primarily from Waste Management and United Parcel Service. Two independent candidates came respectively from Lucky Stores and Ryerson Steel.

The campaign has taken candidates to every part of Alameda County and to every industry we represent. The views expressed have varied and the dialogue has often been contentious. Campaigns are always about different visions.

As we go to press, the outcome of this election is not yet known. Whatever the outcome, I hope that we can refocus our energies on the future of this Local Union and return to some semblance of civility.

### Car Haul Ratification

On Nov. 15, 1995, the Carhaul ratification ballots were counted. The National Master Automobile Transporters agreement was ratified: 70 percent yes - 30 percent no.

The Western Area Supplemental agreement was also ratified 82 percent yes - 18 percent no.

On September 9, 1995, three Ryder companies were struck by the Teamsters National Committee. The strike cost Ryder millions of dollars and caused shortages at local dealers.

Negotiations resumed on October 5, 1995. On October 7, a new final offer emerged which was approved by the Two Person Committee on October 9, 1995.

The new package contains \$1.35 in hourly wage increases and \$1.55 for health and welfare and pension benefits in the first three years of the agreement.

The fourth year will match the next National Master Freight Agreement.

Despite the significant economic package, the agreement falls short on some of the issues important to our members here locally. We recommended approval of the Master Agreement and rejection of the Supplemental Agreement.

### Strikes/Closures

The strike against Motor Cargo continues with little progress to report. Rumors abound indicating a full closure of the Newark facility in the near future. We have, however, no verification of this rumor.

An unexpected strike erupted in early November. Effective November 1, 1995 Jorgensen-Kilsby terminated nine drivers and replaced them with drivers supplied by Ryder.

Acting as a vendor, Ryder performs all work formerly done by Jorgensen-Kilsby drivers.

Discussions with Jorgensen-Kilsby broke down in October and Jorgensen-Kilsby implemented its subcontracting arrangement with Ryder on November 1, 1993.

The Union struck November 1,

1995 and commenced ambulatory picketing of Jorgensen-Kilsby customers. With the help of rank and file members the picketing has caused significant disruption of Jorgensen-Kilsby business.

While the Union has met with Ryder the resolution of this strike rests with Jorgensen-Kilsby. Our members will continue to strike until a settlement is reached.

On October 20, 1995 Willig Freight Lines, a longtime regional carrier, terminated its operations in the Western United States. The company filed Chapter 11 Bankruptcy on October 19, 1995.

We were given no advance notice and no opportunity to conduct effects bargaining. Unfair labor practice charges have been filed along with requests for information regarding the purchase agreements entered into between Willig and TNT/Bestway. It would seem that assets are available to secure some claims.

We are especially concerned with claims for wages, vacation, delinquent health and welfare and pension claims. We will do our best to pursue these claims expeditiously.

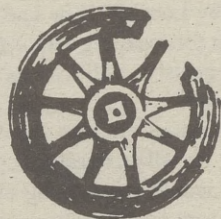
### Christmas and New Years

On behalf of all the Officers and Officials and the Staff I wish to extend to your and your family the best of the holidays.

We all look forward to the New Year.

Fraternally,  
Joe Silva  
President

## In Memoriam



BISHOP, John Lee, Aug. 29  
BUTTERFIELD, Marion, Sept. 23  
CARVALHO, Ernest, Oct. 16  
DAUGHTRY, Patrick, June 26  
FARIAS, George, Sept. 17  
FERRARIO, James, Sept. 5  
EDWARDS, Kalani, Sept. 22  
KNOLLE, William, Oct. 1  
LEISHMAN, Alex, Sept. 16  
LINDSTROM, Mervin, Aug. 31  
LOUTHAN, Donald, Sept., 1995  
LUEHS, John A., Sept. 10  
MCLAUGHLIN, John, Sept. 15  
MORA, Richard, Sept. 2  
NAVAS, John, Aug. 14  
ORFORD, Alfred, Sept. 6  
RODRIGUES, Norman, Aug. 24  
SCHULLER, Donald, Aug. 31  
STOBING, Mervyn, Aug. 31  
SUGAYA, Ben, Oct. 13  
WEATHERSBY, Wash, July 2

## Mack, (from Page C)

ment year. We, however, have had outstanding returns this year. More than enough to justify this one-time payment of \$20 million-plus. It's a heavy price for those who can ill-

afford it ... On behalf of the officers, officials and office staff I want to wish all of you and your families best wishes for a most joyous holiday season.

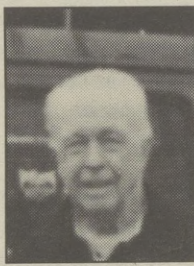
Fraternally,  
Chuck Mack  
Secretary-Treasurer

## George Wells remembered

Long-time Local 70 member George Wells succumbed to a massive heart attack in mid-November.

George first joined Local 70 in 1936. He retired as a driver for Jorgensen Steel in 1982.

Even though he "pulled the pin," George remained active. He was the "auditor" of the Sick Benefits Committee and "counsel" to all until his death. He felt compelled to



George Wells

share his opinions with everyone from the newest rank-and-filer to Secretary-Treasurer Chuck Mack!

Always an active member, Wells twice ran for office. He later claimed that losing was the best thing that ever happened.

It gave him more time to work on individual members problems and to increase Sick Benefits to members off the job due to illness or disability.

"George Wells was a real asset to Local members," said Mack. "He constantly worked for the members. Many of his ideas, especially relating to finances, were implemented."

## LOCAL UNION 70, CITY OF OAKLAND, CA Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America TRUSTEES REPORT

Period covered: From October 1, 1995, to October 31, 1995

### Cash Received

|                                   |              |
|-----------------------------------|--------------|
| Dues                              | \$192,723.24 |
| Initiation and reinitiation fees  | 22,318.22    |
| Withdrawal and transfer cards     | 13.50        |
| Non-member fees                   | 1,045.75     |
| Funds for transmittal for members | 809.00       |
| Other receipts (Schedule B)       | (675.86)     |
| Mandatory Drug Test               | 1,347.30     |
| Picket Duty/Administrative Fee    | 7,794.90     |
| Total cash received               | \$225,376.05 |

### Cash Paid Out

|  |            |
|--|------------|
| Salaries                                       | 69,051.03  |
| Expense Allowances                             | 5,634.80   |
| Sick Benefit Committee                         | 5,250.00   |
| Per capita taxes                               | 33,832.63  |
| Contributions                                  | 925.00     |
| Benefits paid (Schedule D)                     | 39,255.02  |
| Funds for transmittal for members              | 1,284.50   |
| Refunds-dues                                   | 215.42     |
| Refunds-other                                  | 28.00      |
| Office and administrative                      | 14,223.41  |
| Legal fees                                     | 2,068.35   |
| Other professional fees                        | 2,650.00   |
| Taxes  | 5,674.27   |
| Payments-purchases of fixed assets/investments | 775.66     |
| Organizing expenses                            | 4,179.96   |
| Meeting and committee expenses                 | 1,492.22   |
| Auto expenses                                  | 2,308.25   |
| Out-of-town travel expenses                    | 13,445.40  |
| Other activities (Schedule F)                  | 20,660.57  |
| Withholding not dispursed                      | (7.20)     |
| Total Paid Out                                 | 222,947.29 |

|   |             |
|---|-------------|
| Net Increase (Or Decrease) In Cash                    | 2,428.76    |
| Cash balance beginning of period                      | 92,051.74   |
| Cash balance end of period-general fund-checking acct | \$94,480.50 |

### Statement of Assets-Period Ending October 31, 1995

|                                      | Beginning of period | Change     | End of Period  |
|--------------------------------------|---------------------|------------|----------------|
| General fund-checking acct           | \$92,051.74         | \$2,428.76 | \$94,480.50    |
| Petty cash                           | 850.00              |            | 850.00         |
| General fund-savings accounts        | 9,796.08            | 38.66      | 9,834.74       |
| Cash in special funds                | 56,328.24           | 102.95     | 56,431.19      |
| Investments                          | 302,558.01          | 781.23     | 303,339.24     |
| Land                                 | 173,643.00          |            | 173,643.00     |
| Buildings                            | 370,494.00          |            | 370,494.00     |
| Office furniture/ Equipment          | 9,312.74            |            | 9,312.74       |
| Total Assets                         | 1,015,033.81        | 3,351.60   | 1,018,385.41   |
| Deduct: Obligations (per list below) | (1,970,248.57)      |            | (1,970,248.57) |
| Net Assets                           | (955,214.76)        | 3,351.60   | (951,863.16)   |

### List Of Obligations

| Date     | Description                  | Date Due   | Amount         |
|----------|------------------------------|------------|----------------|
| 01/01/91 | Loan, Internat'l             | 12/30/2014 | 1,859,015.33   |
| 12/31/94 | Accrued Vacations, Local 70  | 12/01/99   | 83,195.85      |
| 12/01/94 | Accrued Vacation, Local 29   | 12/01/99   | 16,707.89      |
| 12/01/94 | Accrued Sick Leave, Local 29 | 12/01/99   | 11,329.50      |
| Total    |                              |            | \$1,970,248.57 |

### Schedule B-Other Receipts

|                               | Amount     |
|-------------------------------|------------|
| Sale of supplies              | 1,193.00   |
| Rent                          | 1,906.50   |
| Interest & dividends          | 356.52     |
| Insurance                     | 878.00     |
| Interest-General Fund         | 60.89      |
| Reimb Health & Welfare office | 3,874.78   |
| Return-chg back check         | 17.02      |
| Collection-returned check     | 25.00      |
| Over payment on Check-off     | (9,622.57) |
| Agency shop fees              | 572.00     |
| Difference in fees            | 63.00      |
| Total                         | (675.86)   |

### Schedule D-Benefits Paid

|                            | Amount    |
|----------------------------|-----------|
| Pension                    | 16,618.60 |
| Insurance-Group Life       | 7,347.82  |
| Insurance-Health & Welfare | 11,210.00 |
| Insurance-other            | 4,078.60  |
| Total                      | 39,255.02 |

### Schedule F-Other Activities Amount

|   |             |
|---|-------------|
| Education and Publicity                     | 15.00       |
| Checks uncollected and returned             | 166.75      |
| Building Maintenance                        | 396.49      |
| Mortgage and loan payments (principal only) | 4,822.04    |
| Interest                                    | 7,725.89    |
| Pest Control Services                       | 160.00      |
| Gardening Service                           | 250.00      |
| Mandatory Drug Test                         | 847.40      |
| IBT Assessment                              | 5,217.00    |
| Labor Day Picnic                            | 1,060.00    |
| Total                                       | \$20,660.57 |





TEAMSTERS ASSISTANCE PROGRAM

TAP

### The Importance of TAP's Continuing Care Meetings

By Lloyd Ramos, CEAP

TAP Director

The following article is an overview of the Teamsters' Assistance Program's (TAP) substance abuse services and its continuing care programs for individuals with drug and/or alcohol problems.

TAP provides assessment and referral to eligible Teamsters and dependents of JC7-affiliated locals with a significant utilization of services for problems of alcohol and drugs. TAP also provides substance abuse training and consultation to Union and Employer representatives.

TAP counselors are experienced substance abuse specialists who have an understanding of drugs and alcohol and the impact they can have on the individual, on job performance and upon family and friends. Employees and/or family members are encouraged to call the TAP office to schedule an appointment with a counselor. Following an in-depth interview, the counselor discusses recommendations with the person and if treatment is indicated, explains why treatment is necessary and what can be expected.

The individual is provided every opportunity to ask questions and is encouraged and supported throughout the referral process and their involvement with TAP.

Substance abuse treatment programs generally offer three different levels of care: outpatient, day treatment and residential. Intensive outpatient programs are conducted during the evening hours from 6 p.m. to 9 p.m., three to four times a week and vary in length from eight to 12 weeks depending on the specific treatment facility.

Day treatment programs are conducted from 9 a.m. to 5 p.m. and generally range from 14 to 30 days. Residential treatment programs are 24-hour, live-in programs and are usually 30 days in length. Individual circumstances, however, may require a longer period of treatment.

When the individual or "client" accepts the referral and begins treatment, the TAP counselor communicates on a regular basis with the treatment provider to monitor how the client is progressing, to help clarify any concerns and to consult with treatment provider regarding recommendations upon discharge.

The TAP counselor meets with the client after he or she has been discharged from treatment to review their progress and to develop a continuing care meeting schedule, which includes attending TAP's continuing care and anonymous 12-step meetings.

Being asked, requested or directed to attend continuing care meetings may not be completely understood or accepted by the client. It is important that he or she attends the meetings. The experience of others in recovery is that, eventually, the value of going to meetings will become apparent if attended on a regular basis.

Clients in recovery relate to change similar to anyone who is asked to do things differently; they may know it is a good idea, but they really do not want to have to actually do it! However, it is important for the client to attend TAP meetings on a regular basis and to talk about what is going on; if not at a meeting, then with their counselor.

TAP counselors understand the dynamics of recovery and relapse, and that someone new to recovery can benefit the most by going to meetings and just listening for the first 30 days of attendance.

A client has the highest probability of experiencing a slip or relapse (returning to using drugs or alcohol) within the first three months of recovery. The probability is reduced when the client regularly attends meetings and gets a sponsor (a person with several years of recovery and who is active in 12-step anonymous meetings).

TAP is committed to "people in recovery, helping others" and puts this into practice through its continuing care meetings which have been established through the support of its preferred provider network. TAP sponsors meetings in Oakland, Campbell, Vacaville, Santa Rosa and has a bilingual meeting in Watsonville.

The meetings are open to Teamsters, families and friends of TAP who want to attend a recovery support group. The meetings are facilitated by recovering men and women committed to sharing of time and experiences.

When a holiday happens to occur on the same day as a TAP meeting, the front door is open to signal there is a TAP meeting in progress. Continuing care meetings are conducted in the evenings, Monday through Friday, for approximately an hour and a half.

For the past six years, there has been a recovery support meeting conducted at a work site and the employees meet during their lunch or dinner hours to support one another's recovery. Several of the group members

TAP, Page 7

### Mack, (from Page 4)

earning 125 times what the average worker made. We don't have enough, the executives said.

The wealthy corporations and affluent individuals couldn't see that their insatiable desire for money was devastating the society around them.

Financial crisis tore families apart. Parents tried to maintain a decent standard of living on a fraction of their former pay. Kids were left unattended for extended periods as their mothers and fathers toiled long hours to keep food on the table. Teen-age crime, violence and pregnancies skyrocketed.

Packed-to-the-rafters schools became little more than warehouses. They could not afford the books and other materials to properly prepare their students for life in the "real world." Too many graduates entered society lacking the skills to work even at a fast food establishment.

Those who persevered and maintained the grades to go to college found that student loans had been slashed to pay for tax cuts for the wealthy.

Others whose only desire was access to decent health care for themselves and especially for their children also suffered needlessly because of those cuts.

Anger and resentment simmered just below the surface of society, exploding spectacularly in events like the Rodney King riots or more subtly in the work place shootings that claimed four or five lives which became so common they barely warranted an inch or two on the newspaper's back page.

Those who treat substance abuse will tell you that the addict faces only two choices — death or recovery. America's money addicts have deluded themselves into believing that their wealth will insulate them from the consequences of their addiction.

This will not be the case. If the money addicts don't mend their ways, the society that supports them will collapse, leaving them to come crashing down on their own excesses.

Those who treat substance abuse will tell you one more thing. An addict has to reach rock bottom before he or she will seriously consider changing.

At the rate the money addicts are going, that should be any day now.



## Mack blasts 13th check denial

A recent decision by the Western Conference of Teamsters Pension Trust to deny retirees a "13th check" this year drew an angry response from Joint Council 7 President

Chuck Mack (13th checks are extra checks usually sent to pensioners every year to supplement their incomes). Mack's letter to pension administrators is printed below:

October 25, 1995

Tony Lock, Co-Chairman  
Western Conference of Teamsters  
Pension Trust Fund  
1901 One Union Square  
600 University Street  
Seattle, WA 98101

Owen Bennett, Co-Chairman  
Western Conference of  
Teamsters Pension Trust Fund  
101 E. Redlands Blvd, Suite 242  
Redlands, CA 92373

Dear Tony and Owen:

It is tragic that the Western Conference of Teamsters Pension Trust will not pay a 13th check to our retirees this December. Right or wrong the retirees have come to expect a December adjustment. For many, it will be more than disappointment...it will be economic pain! In all too many cases, the money is not something extra, it is a necessity.

I am fully aware of our funding policy and rules regarding benefits. They were established to protect the trust and ensure that we would be able to meet our financial obligations. The trust on the other hand is about people. It exists for the participants and we know that the \$20 million price tag for a 13th check would have no serious economic impact on the trust. We should not be arguing over whose interpretation on funding policy is right or wrong or whether bending the rules is a sign of weakness that could lead to further "runs on the bank".

The class of pensioners who have been paid this benefit generally were low wage earners who earned minimal pension benefits. They should be taken care of. I would urge reconsideration. We have the money — there has to be a way to meet our retirees' expectations. Please place this matter on the agenda for the next quarterly meeting and/or the appropriate subcommittee agendas if they are meeting before the full trust convenes.

Sincerely,  
Chuck Mack  
President  
Joint Council 7



**S.F. Board honors Local 350 members** — The San Francisco Board of Supervisors recently passed a resolution honoring Sunset Scavenger Co. workers in connection with the company's 75th anniversary. The resolution is displayed above by Local 350 members. On hand to help honor the workers are Bob Morales (R), Local 350 secretary-treasurer and Joint Council 7 vice president, and Walter Johnson (L), San Francisco Labor Council secretary-treasurer. Joint Council 7 and the Northern California Teamster add their congratulations to Local 350 members employed by Sunset Scavenger Co. for this honor.

### Local 78 reports cars for sale

Teamsters Local 78 reports the following used cars are for sale:

**1991 Chevrolet Caprice, fully loaded, 106,000 miles,  
\$5,000 or best offer**

**1988 Chevrolet Caprice, fully loaded, 105,000 miles,  
\$2,500 or best offer**

If you're interested in purchasing these cars, contact Local 78 (510) 889-6811.





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# BULLETIN BOARD

## Meetings and Notices

### JOINT COUNCIL 7

#### Executive Board

|                      |                     |
|----------------------|---------------------|
| Chuck Mack .....     | President           |
| Robert Morales ..... | Vice President      |
| Ralph Torrisi .....  | Secretary-Treasurer |
| Steve Mack .....     | Recording Secretary |
| Rome Aloise .....    | Trustee             |
| Casey Sawyer .....   | Trustee             |
| Ernie Yates .....    | Trustee             |

**The January, 1996 Delegates' Meeting will be held January 2, 1996 at 150 Executive Park Blvd., Suite 3200, San Francisco.**

**The February, 1996 Delegates' Meeting will be held February 6, 1996 at 150 Executive Park Blvd, Suite 3200, San Francisco.**

**Chuck Mack, President**

#### Local 15, San Francisco

Membership meetings are held the fourth Monday of the month, 4 p.m. at 8055 Collins Drive, Oakland.

Donald Gergen, President

#### Local 70, Oakland

Membership meetings are the fourth Thurs., 8 p.m., at 70 Hegenberger Rd. in Oakland. Due to the holidays, the December meeting will be held Tues. Dec. 19.

Chuck Mack, Secretary Treasurer

#### Local 78, Hayward

The December membership meeting will be held December 18, 1995. Regular membership meetings are held the fourth Monday of each month at 7:30 p.m., 492 "C" Street, Hayward.

Steve Mack, Secretary Treasurer

#### Local 85, San Francisco

The membership meeting will be held on the second Thursday of the month at 8 p.m., 2660 Newhall Street in San Francisco. Steward's meeting is an hour prior.

Van Beane, Secretary Treasurer

#### Local 216, South San Francisco

Membership meetings shall be every second Wednesday, 7 p.m., at 1103 Airport Blvd. in South San Francisco.

Philip Tarantino, Secretary Treasurer

#### Local 278, San Francisco

The General membership meetings are held every third Tuesday of the month at 7:30 p.m. The December membership meeting will be held Dec. 19, 1995, 7:30 p.m., at 150 Executive Park Blvd., Suite 3200, San Francisco. The meeting to nominate delegates to the International Convention will be held Jan. 16, 1996, 7:30 p.m., at the I.A.M. Hall, 1511 Rollins Road, Burlingame.

Jack Bookter, Secretary Treasurer

#### Local 287, San Jose

The membership meeting will be held the second Tuesday of every month at 8 p.m. at Teamsters Local 287, 1452 North 4th Street in San Jose.

Ray Corrie, Secretary Treasurer

#### Local 296, San Jose

The December membership meeting will be held on December 14, 1995. The regular membership meetings will be held the fourth Thursday of the month at 7 p.m., 3275 Stevens Creek Blvd., Suite 322, San Jose.

Ralph Torrisi, Secretary Treasurer

#### Local 315, Martinez

Second Wednesday at 8 p.m. at 2727 Alhambra Avenue in Martinez.

Carolyn Robinson, Secretary Treasurer

#### Local 350, San Francisco

General membership meetings:  
Thursday, December 14, 1995, 7 p.m., in San Francisco  
Tuesday, December 19, 1995, 7 p.m., in San Jose

#### San Jose-Santa Clara District - NOTE CHANGE:

Santa Clara Labor Temple  
2102 Almaden Road, Room B  
San Jose, CA

#### San Francisco District:

San Francisco Electricians' Hall  
55 Fillmore Street  
San Francisco, CA

Robert Morales, Secretary Treasurer

#### Local 432, Oakland

The next quarterly general membership meeting will be held on December 12, 1995, 7 p.m. at address listed below.

**NOTE:** Effective July 20, 1995

New address will be:

492 C Street, Suite A, Hayward, CA 94541

Phone: (510) 247-9680

Hours will be:

Monday through Thursday 8:30 a.m. - 12 Noon; 1:30 p.m. - 4:00 p.m.

Friday 8:30 a.m. - 12 Noon

Gilbert Olivera, Secretary Treasurer

#### Local 484, San Francisco

The next general membership meeting will be held on Tuesday, December 12, 1995, 7 p.m. at the Apostleship of the Sea, 399 Fremont Street, San Francisco.

**NOTE:** For members North of the Golden Gate Bridge, the meeting will be held on Tuesday, December 19, 1995, at 7 p.m. at the Red Lion Hotel, 1 Red Lion Drive, Rohnert Park, California.

John Bottali, Recording Secretary

#### Local 490, Vallejo

Second Tuesday at 7 p.m. at 445 Nebraska Street in Vallejo.

Casey Sawyer, Secretary Treasurer

#### Local 576, San Jose

**Local 576 has merged with I.B.T. Local 665.** Please contact Local 665 at (415) 991-2102 or (408)292-1110 if you have questions.

Ernie Yates, Secretary-Treasurer

#### Local 624, Santa Rosa

Office hours: Monday through Thursday-7 a.m. to 4 p.m.; closed for lunch-12 to 1 p.m.; Friday-7 to 12 Noon.

Membership meeting for the month of December will be held on December 28, 1995 at 8 p.m. at the Vets Building, 1351 Maple Street, Santa Rosa.

Effective January 25, 1996, membership meetings will start at 7:30 p.m.

Nomination for delegate to the I.B.T. Convention in 1996 will be the first order of business at the General Membership meeting of January 25, 1996 at 7:30 p.m.

Bob Carr, Secretary-Treasurer

#### Local 665, Daly City

The December Membership meeting will be held Wednesday, December 27, 1995.

The regular membership meetings will be held the fourth Tuesday of the month, 7 p.m., 6540 Mission St., Daly City.

Ernie Yates, Secretary Treasurer

#### Local 853, Oakland

The December Membership meeting will be held the second Thursday of the month, 8055 Collins Drive, Oakland, at 8 p.m.

Please check with the Local 853 Union office for location of January, 1996 Membership meeting.

Rome A. Aloise, Secretary Treasurer

#### Local 856, San Francisco

Due to the Holiday, there will be no Membership meeting in December.

The January Membership meeting will be held January 30 at Air Transport Machinists Lodge, Burlingame.

**All meetings begin at 7:30 p.m.**

Michael McLaughlin, Secretary Treasurer

#### Local 890, Salinas

Second Thursday of each month at 8 p.m. at 207 North Sanborn Road, Salinas.

Franklin L. Gallegos, President

#### Local 896, Oakland

##### Northern California Soft Drink

All meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way in Oakland.

December 16, 1995.

January 27, 1996.

Northern California Anheuser-Busch, Inc., Fairfield

All meetings will be held at the Senior Center, 318 Merganser Drive, Suisun. (Tuesday meetings will begin at 5 p.m. and Sunday meetings will begin at 9:30 a.m.)

December 17, 1995.

January 30, 1996.

Ken Mathison, Business Representative

#### Local 912, Watsonville

General membership meetings are held as follows at 163 West Lake Avenue, Watsonville.

**Heavy Duty Sales:** Third Wednesday at 8 p.m.

**Frozen Food & Cannery Apples:** Fourth Tuesday at 8 p.m.

Sergio Lopez, Secretary Treasurer

#### Local 921, San Francisco

General membership meetings:

The December Membership meeting will be held December 27, 1995.

Regular Membership meetings are at 1 p.m. and 8:30 p.m., fourth Wednesday of the month, in the Library at 450 Harrison Street in San Francisco.

Andris Cirkelis, Secretary Treasurer

## Retirees Club

#### Local 85 Retiree Club "Hitchin' Post"

Weekly meeting and luncheon. Thursday, Noon-1:30 p.m. at the Pacific Rod and Gun Club, 520 John Muir Drive in San Francisco.

Fred Howard, President

#### Local 278 Retiree Club

Second Wednesday, every three months, 12 noon at the Granada Cafe, 4753 Mission Street in San Francisco. The next meeting will be held Dec. 13, 1995.

John Casaccia, President

#### Local 315 Retirees Club

Local 315's Retiree Club meets the third Tuesday of every month at 10 a.m., Local 315's Hall, 2727 Alhambra Avenue in Martinez.

Dick Fleming, President

#### Local 490 Retiree Club

Local 490 Retiree's Club meets the second Thursday of every month at 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo.

John Donahue, President

#### Local 856/78 Retiree Club

There will be no meeting in January.

Wally Irvin, President

#### Local 921 Retiree Club

Monthly luncheon; second **Tuesday** of every month, 12 Noon, Pinch Hit, 6251 Third Street (at Hollister), San Francisco.

Vic Sangervasi, Chairman

#### Central Coast Retiree Club

Last Thursday of each month at Local 890's office, 207 No. Sanborn Rd, Salinas.

Don Smith, President

#### East Bay Teamster Retirees

Monthly membership meetings are held on the third Wednesday at 11 a.m. at Local 70's Auditorium, 70 Hegenberger Road, Oakland.

Ernie Freitas, President

#### North Coast Teamsters Retiree Club

December 21 - Potluck

January 18 - Potluck

All potlucks are the third Thursday, 12 Noon at Labor Center, 1710 Corby Ave., Santa Rosa.

Don Blair, President

#### Sacramento Teamsters Retiree Association

Meets the last Wednesday of each month at 1 p.m. in the Labor Center, 2840 El Centro Road in Sacramento. Retirees of Joint Council 7 locals who are living in the Sacramento area are cordially invited to join and attend the meetings.

Bob Crandall, President

#### Teamsters Retiree Club of Santa Clara County

Monthly meetings are held the third Thursday, 10:30 a.m. at the Local 287 Meeting Hall, 1452 North 4th St., San Jose.

Gilbert Garcia, President

#### Wine and Spirits Retiree Club

A letter will be sent out to the members with meeting information. All retired liquor and wine salesmen are invited to attend.

Art Royce, President

#### Teamsters Retiree Association of Local 137, Eureka, California

Meeting every second Monday at 2 p.m., Laborer's Hall, 840 "E" St., Eureka.

John Stewart President

**This holiday season  
LOOK FOR THE UNION LABEL**



## Discipline, (From Page 3)

What are the real and alleged reasons for discharge or discipline and how can they be avoided? We must bear in mind that some of the accusations may be false!

### A. Misconduct

#### 1. Fighting on the Job

Keeping your job is more important than showing macho courage. Control your anger and let the Union handle your grievance.

#### 2. Theft

In the long term, your job is worth a million times the value of the object. Go out and buy it if you want it so badly.

#### 3. Menacing Conduct Towards Superior

Swear at him or her but under your breath. Don't tangle with him or her. Curse him when you get home. Don't use abusive language on the job. If the supervisor is unfair or discriminatory against you, take it up with the Union.

#### 4. Drinking or Using Drugs on the Job

No explanation is needed. This is a no-no.

#### 5. Lounging or Sleeping on the Job

No explanation is needed.

#### 6. Willfully Disobeying Company Rules

If the rules are unfair, take the matter up with the Union.

#### 7. Falsification of Employment Application

If you are found out, real problems are created.

### B. Insubordination

These may be areas of contention but must be analyzed carefully. Again, the Union is your best bet if an issue arises:

#### 1. Refusal to perform certain work assignments

#### 2. Refusal to work overtime or holiday

#### 3. Refusal to perform hazardous duty

#### 4. Refusal to work with defective materials

#### 5. Proper appearance and dress code

### C. Absenteeism

#### 1. Frequent tardiness

#### 2. Poor attendance record

#### 3. Frequent sick leave absences

#### 4. Excessive personal emergencies

### D. Performance

This is a difficult issue that must be examined carefully by you and your Union. There are subjective factors that are often involved. You are expected to have the necessary skills for the job and to provide a reasonable day's work.

None of the above charges if made by your employer means that you are guilty. But the opportunities for such charges must be minimized. Let us avoid situations where you know that you would be wrong.

The Union takes measures to protect you. Contracts containing arbitration provisions provide for fairness and due process.

Written warnings can be challenged. Sometimes informal meetings with the Union and the employer may alleviate the problem. In some cases counseling will help you to overcome a problem.

In any event, the Union member should think twice before doing anything that he knows may get him into trouble.

Unions must for their part work to create greater member job satisfaction, less authoritarian direction from management and a work place environment that provides self-expression and self-development for their members.

## TAP, (From Page 5)

have been responsible for talking to co-workers who were having problems with drugs or alcohol and have supported co-workers in getting help by calling TAP.

These employees are making a difference by incorporating their

recovery into every part of their lives including their job.

In summary, when a client makes a decision to do something about his or her substance abuse problems and comes to TAP, the individual is provided with a comprehensive program which begins with the initial appointment and continues for a minimum of 12 months in service of the client's continued recovery.

## Willig, (From Page 1)

Dun & Bradstreet reported that Willig had about 630 trucks and 1,200 trailers at the end of 1994. The *Chronicle* reported that the company earned just \$339,000 on revenues of about \$84 million last year.

Willig was based in Pleasanton. Its familiar yellow trucks plied the roads in five states.

## Waste, (From Page 3)

ened a full-scale strike when Waste Management resisted the union's efforts to extend discussions beyond the change of operations.

The company relented, and negotiators reached an agreement in principle on a number of issues by late summer. A second strike loomed when Waste Management reneged on the agreement.

Oakland City Councilmember Ignacio De la Fuente entered the picture to break the logjam. De la Fuente was selected to negotiate for the city when Waste Management requested drastic rate increases last year. At that time, the city reopened its franchise agreement with Waste Management, which had seven years to run.

### Hard bargain

Negotiations ensued, and De la Fuente drove a hard bargain to win a smaller rate increase more favorable to the city.

The agreement, which created new opportunities in recycling to offset potential job losses in solid waste, was approved by the City Council.

However, De la Fuente made it clear to Waste Management that its dispute with Local 70 placed the city's agreement with the company in jeopardy.

Additional bargaining between Local 70 and Waste Management produced an improved agreement that was approved by members on Nov. 19 by a vote of 182 to 3.

### Extension

The prior contract, which was to run until 1998 was extended to 2001. It may be extended an additional five years by mutual agreement.

The revised contract provides dramatic across-the-board wage increases, job and cost-of-living increase protections, increased allotments for health and welfare and pensions, improvements in sick leave and vacation, seniority buy-out to cushion job loss and a framework for resolving mandatory-overtime disputes.

Assisting Dias is this successful venture were Local 70 Business Agents Gabe Ybarrolaza and Dominic Chiovare.

## IN MEMORIAM

Joint Council 7 officers extend condolences to the families and friends of the following Teamster members who died recently:

WALDEN, Curtis, Local 15

BISHOP, John, Local 70

BUTTERFIELD, Marion, Local 70

CARVALHO, Ernest, Local 70

DAUGHTRY, Patrick, Local 70

FARIAS, George, Local 70

FERRARIO, James, Local 70

EDWARDS, Kalani, Local 70

KNOLLE, William, Local 70

LEISHMAN, Alex, Local 70

LINDSTROM, Mervin, Local 70

LOUTHAN, Donald, Local 70

LUEHS, John A., Local 70

MCLAUGHLIN, John, Local 70

MORA, Richard, Local 70

NAVAS, John, Local 70

ORFORD, Alfred, Local 70

RODRIGUES, Norman, Local 70

SCHULLER, Donald, Local 70

STOBING, Mervyn, Local 70

SUGAYA, Ben, Local 70

WEATHERSBY, Wash, Local 70

DUFFY, Nancy, Local 78

MAETKO, Don J., Local 78

MEYER, Elgar, Local 78

THURMAN, Dennis, Local 78

ARAGON, Tony, Local 85

BONO, Louis, Local 85

CABLE, Roy, Local 85

CARLSON, Kenneth, Local 85

CLARK, James, Local 85

DEL CARLO, Daniel, Local 85

FLORES, Albert, Local 85

GORE, David, Local 85

HEAD, Blaine, Local 85

LAWLER, Frank, Local 85

LUCIA, Edmund, Local 85

MORA, Richard, Local 85

VASIL, Steven, Local 85

WAGNER, John, Local 85

WERNER, Eric, Local 85

WHITAKER, James, Local 85

WRIGHT, Alexander, Local 85

ZENTS, Preston, Local 85

BAKER, Raymond, Local 287

BOLOGNA, Sam, Local 287

CABRERA, Tony, Local 287

GNEKOW, Rory, Local 287

SAGARDIA, Ralph, Local 287

COMER, Jack, Local 296

HYDE, John, Local 296

ALVERSON, Wayne, Local 315

CURTIN, Robert E., Local 315

MORGAN, Raymond, Local 315

STEVENS, Jack A., Local 315

FARRAR, Donald L., Local 432

KELLER, Ruth E., Local 432

DEJESUS, Ed, Sr., Local 484

LIEBSCHER, George, Local 484

TRAVERSO, Albert, Local 484

DABRANCA, Joseph, Local 490

ALBINI, Mabel, Local 624

CHICANO, Mary 624

FREDIANI, Charles, Local 624

GIANNECCHINI, Pauline, Local 624

RODGERS, Erma, Local 624

SCALESE, Anthony, Local 624

STEVENS, David, Local 624

ZANIN, Sylvia, Local 624

ANZALDO, Isavel, Local 665

PHELAN, Fred, Local 665

CARUSO, Joseph F., Local 853

CASTRO, Raymond J., Local 853

ENGLE, John Martin, Jr., Local 853

GODING, Everett, Local 853

JONES, Willie, Local 853

PASCO, Romeo, Local 853

THOMAS, Mary, Local 853

YUEN, Mathew, Local 853

AMADO, Richard "Dick", Local 856

FOX, William, Local 856

DREW, Michael D., Local 856

ARSON, Melvin, Local 896

BERNARD, Richard A., Local 896

BERRY, Samuel, Local 896

BROTSCHNEIDER, Walter, Local 896

DURAN, Roland, Local 896

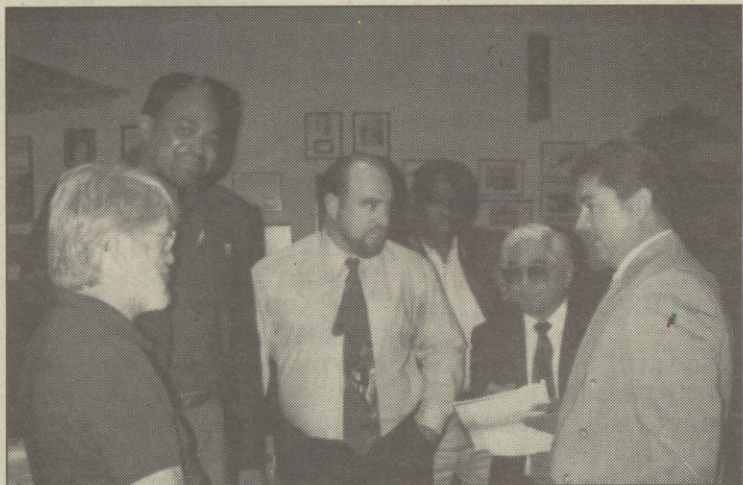
GREENE, John C., Local 896

SOSA, Gilbert, Local 896



**Picnic a success** - Local 278 Retiree Club President John Casaccia reports that the club's annual picnic, held in late September at Coyote Point in San Mateo, was a rousing success. Casaccia says that almost 90 prizes were awarded during the event. He credited the contributions of Roy De Biagio, Enrico Bertini, Steve Giacobelli, Dewitt Samora and James Turner (Pictured Above), who helped make the day a memorable one for all who attended the picnic.





Among those attending the Oct. 25 Bay Area Teamster Forum in Oakland were representatives from Local 856, pictured to the left, and (R) Dennis Davis, Local 296, Pete Walling, Local 78, Mike Amaral, Local 296, and Ken Souza, Local 432. The seminar covered a number of topics to help Local Union representatives sharpen their skills so they can better serve their members. The Bay Area Teamster Forum is planning to hold similar seminars every three months.



## Bay Area Teamster Forum shows off new quarterly seminar series

The Bay Area Teamster Forum kicked off its series of educational seminars with an informative event in Oakland on Oct. 25.

The Forum, formerly the East Bay Teamster Club, plans to hold quarterly seminars on a variety of topics of interest to unionists.

The October session focused on the performance of the National Labor Relations Board (NLRB), presented by labor attorney Duane Beeson; the American Disability Act, presented by labor attorney Kelly Murray; and an interesting perspective on the arbitration process, presented by long-time arbitrator Lawrence Corbett.

### NLRB

The Labor Board has undergone subtle changes since its dark days as a rubber stamp for Reagan-Bush anti-union policies, according to Beeson.

Beeson said the best way to measure the Board's performance is through its decisions, which have become more worker-friendly since Stanford law professor William Gould took over as its chairman in March of 1994.

Beeson described the NLRB's change in direction as "nothing great, nothing earth-shaking, but here and there as we go along, we see a new look."

He provided the following instances as evidence of this "new look":

**Successorships:** The general rule concerning successorships has not changed. An employer who purchases a business does not have to accept the employees or the collective bargaining agreement signed by the previous employer. But under the Gould Labor Board, if the new employer expresses a willingness to accept the employees, then he or she cannot arbitrarily set the terms and conditions of employment. The new owner must bargain with the employees' union.

**Zipper Clauses:** Such clauses in contracts indicate that the collective bargaining agreement covers all terms and conditions that need to be negotiated between the employer and the union. In the past, employers have claimed the clauses give them the freedom to set terms and conditions in situations that are not expressly spelled out in the contract. The Gould Board has ruled just the opposite – that the clauses close the contract and that

any future actions by the employer must be negotiated with the union. (Beeson said however that, for this to be the case, the zipper clause's language should explicitly "freeze" the terms and conditions of the work place.)

**Private companies/public contracts:** The NLRB's general direction has been to disallow a union's attempt to impose contract terms on private employees working on public projects, since the NLRB does not have authority over the government. The government's terms and conditions are allowed to prevail. The Gould Board has ruled that unions can organize and set conditions for private sector employees no matter how many public projects their employer performs.

**Election protests:** In past union organizing efforts, employers did not try to define the number or type of employees who belonged to the unit the union was trying to organize. They allowed the Board to provide such a definition. If the organizing effort was successful and the workers voted for representation, the employer protested, claiming workers who did not belong to the unit were allowed to vote. This provided employers the opportunity to defeat the union in a second election or at least with a tactic to delay negotiations on a first contract. The Gould Board has denied employers with this opportunity to protest.

**Excelsior List:** In the past, when unions seeking to organize a business asked for a list of employees, employers often provided a listing of only the workers' last names and first initials. This created confusion when there were a number of workers with common last names. Under the Gould Board, employers are required to provide lists with the worker's full first and last name and middle initial.

### Disability Act

Attorney Kelly Murray said the Americans With Disabilities Act (ADA), which went into effect in 1992, is still being defined. It requires that reasonable accommodation be made for individuals whose physical impairment renders them unable to perform a certain job unless that accommodation be made.

One problem that has cropped up, Murray said, is the definition of impairment. An individual with a chronic bad back may successfully request that accommodations be made while another individual with a broken arm, which is expected to fully heal in a matter of months, may not.

Murray also said that attempts to comply with the ADA may place an employer in conflict with a union contract. She cited a case involving a worker whose medical condition required a transfer from the night shift to the day shift. When the employer tried to initiate the transfer, the union protested because the move violated the contract's seniority provisions.

The case was never resolved, because the medical condition forced the worker from the job before a reasonable accommodation could be negotiated.

Murray cited several other government protections of workers that unions should know about:

The California Pregnancy Discrimination Act: Employer must make a reasonable effort to transfer a pregnant woman to a less strenuous job. (Could also create conflicts with contract seniority provisions.)

The California Parental Leave for School Visits Act: Parents who provide reasonable notice must be provided with up to 40 hours of unpaid leave each year to attend their children's school functions.

### Arbitrator's View

Arbitrator Lawrence Corbett provided the seminar with a historical perspective of the American work place. Corbett said he has witnessed "drastic" changes in labor-management relations in his years as an arbitrator. Unions once exerted much more power and control over the outcome of negotiations than they do today, he said. Now, the employers have the power.

Labor laws have become confusing, creating difficult conditions to operate under, Corbett said. The dramatic influx of women into the work force created challenges – such as pregnancy, child-care and part-time work issues – that did not exist not too long ago.

Some of the greatest changes Corbett has witnessed are in relationships between employers and union representatives. They once shared common roots, Corbett said, and each could understand where the other was coming from. Not today, he said.

If you are interested in attending the next Teamster Forum seminar, contact Steve Mack at Local 78, (510) 889-6811, or Jack Sweeney at Local 296, (408) 984-0296, for time, date, location and topic.



Pictured to the left, attorney Duane Beeson, who addressed the seminar, clarifies a point with Local 315 President Dale Robbins. Beeson provided those in attendance with his perspective on the activities of the National Labor Relations Board. To the right, attorney Todd Cochran, another speaker at the seminar, and Local 278 Business Agent Dennis Hart discuss topics on the agenda of the Oct. 25 event. Hart was one of about 50 union officials attending the seminar.

